Topic	**Revamp NAVFIT (Merged Idea)**
Idea Submitters	Rich Lebron Matthew Byrne Navy Guy Ben Kohlmann Nathaniel Holmes Community Members
What problem have Hatch users identified?	"NAVFIT is cumbersome, not easy to use, difficult to route electronically and prone to errors." (Rich Lebron) "We (the Navy) are the only branch of the Armed Forces that still requires a paper copy of an Eval/FITREP." (Community Member) "Simply improving the ability to electronically route FITREPS through the chop chain would be a huge improvement." (r_reichart)
What solutions do Hatch users propose?	"I have been stationed with the Marines and had to use APES for my staff. It truly is easy and a fair way to evaluate. This model is something the Navy should copy!" (Navy Guy) "Please do not come up with another online form that deploying units have to waste excess amounts of time and bandwidth to use." (Community Member) "The current evaluation process is outdated and could be simplified by incorporating an electronic form through a current system (ie. NSIPS) which will allow easier/timely completion of evaluations, reduction in errors, and save countless hours of leadership time away from the deckplates while continuing to provide critical career guidance to members." (Ryan Sieger)
What is the Navy doing about this issue?	The NPARS (Navy Performance Appraisal and Reporting Solution) proof of concept project concluded in Feb 2014. Sometime in the future NPARS will be evaluated in conjunction with the Personnel Modernization effort underway in NSIPS. The new automated Navy performance evaluation solution is **e-NavFit**, which will be accessed through BOL, and will operate in a connected and a disconnected environment in order to support deployed units. Units will be able to use e-NavFit's electronic workflow/signatures in a standalone environment and can reconnect to BOL for data verification/electronic submission when access/OPTEMPO permits. **e-NavFit** will use the DoD ID number to reduce the amount of PII, and will provide for automatic population of certain report blocks. **e-NavFit** will support digital signatures, as well as an electronic workflow and electronic submission to PERS-32 (no more mailing and scanning of performance appraisals!). **e-NavFit** will include additional automatic features such as summary group breakouts and validation checks, as well as the ability to retain previous reports that were electronically submitted for the reporting senior or member to view. Current goal is a 2017 solution with a fleet testing period prior to roll out.